



Fermilab EDIA Efforts

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Sandra Charles

Office of Equity, Diversity, Inclusion and Accessibility

3.22.23

Office of EDIA

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Accessibility means removing barriers to inclusion:

- individuals from diverse backgrounds
- individuals with disabilities
- neurodivergent individuals

Accommodations may include solutions for:

- Visual (e.g., color blindness)
- Motor/mobility (e.g., wheelchair-user concerns)
- Auditory (hearing difficulties)
- Seizures (especially photosensitive epilepsy)
- Learning/cognitive (e.g., dyslexia)

Accommodations may **also** include:

- Remote work flexibility
- For students: a stipend, covering tuition, travel/housing allowance, conference costs, dependent care allowance
- For faculty: teaching buyouts to conduct research, develop courses, purchase needed equipment, dependent care allowance

Promoting an Inclusive Culture

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Roadmap:

- Maintaining the value of a diverse laboratory community
- Continuously assessing laboratory culture and climate
- Building internal and external networks
- Exploring innovative ways to engage diverse identities and communities
- Fostering new and nurturing existing relationships and collaborations at the local, regional, national and international levels
- Assuming an “all-hands on deck” approach to building an inclusive and welcoming laboratory environment

Laboratory Diversity & Inclusion Plan (LDIP)

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- Annual reporting of efforts:
 - to improve diversity, equity, inclusion, and accessibility (DEIA) at the laboratory, and
 - to continuously assess policies, processes, and practices for cultivating professional, respectful, equitable, inclusive, and safe work environment.
- Areas of focus:
 - Recruiting a Diverse and Talented Workforce
 - Development and Retention of a Diverse and Talented Workforce
 - Partnerships and Collaborations with Minority Serving Institutions
 - Promoting Diversity through Subcontracting, Regional Economic Development & Technology Transfer
 - Laboratory Employee DEIA Education and Training
 - Cultivating a Safe, Respectful, Equitable, and Inclusive Workplace Environment
 - Workforce demographics - Hires / Departures / Graduate & Undergrad

FY23 Action Items & Reporting Expectations

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LDIP Review & Evaluation – Office of Science

- annual external peer review / triennial onsite peer review

Promoting Equitable and Inclusive Research (PIER) Plans

EDIA plan appendix to all funding proposals:

- strategies for enhanced recruitment of undergraduate students, graduate students, and early-stage investigators (postdoctoral researchers, and others), including individuals from diverse backgrounds and groups historically underrepresented in the research community;
- strategies for creating and sustaining a positive, inclusive, safe, and professional research and training environment that fosters a sense of belonging among all research personnel; and
- training, mentoring, and professional development opportunities

Establish directorate and division-level EDI plans and goals

Establish DEIA goals in performance review process

Labwide Climate Survey

Opportunities for All

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	<p><i>ASPIRE Fellowship</i></p> <p>Accelerator Engineering Fellowship for Underrepresented Minorities</p>
ASPIRE	Program Details >
	<p><i>SQMS Parker Fellowship</i></p> <p>Superconducting Quantum Materials and System Center</p>
Carolyn B. Parker	Program Details >
	<p><i>Sylvester J. Gates, Jr Fellowship</i></p> <p>Theoretical Physics: Postdoctoral</p>
Sylvester James Gates, Jr.	Program Details >
	<p><i>The Joint Task Force Initiative Postdoctoral Fellowship</i></p> <p>Experimental Physics Research for early-career researchers underrepresented in STEM</p>
JTFI	Program Details >

- **DOE Internships**

Minority Education Institutions Student Partnership Program (MEISPP)

Community College Internship (CCI)

DOE Omni Technology Alliance Internship Program

Summer Undergraduate Laboratory Internship (SULI)

Visiting Faculty Program (VFP)

- **Fermilab Programs & Initiatives**

Flagship Programs

Graduate Fellowships in Engineering and Science (GEM)

Summer Internships in Science and Technology (SIST)

TARGET Program

Fermilab Co-Op Program

VALOR (Veteran Applied Laboratory Occupational Retraining)

Fermilab Alumni Network – the FAN

- **30⁺ Fellowships & Internships**



Opportunities for All – **New Approaches**

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VALOR – Veteran Applied Laboratory Occupational Retraining

- JROTC Summer Internship – high school – 6 weeks
- VetTech Summer Internship – military veterans – 10 weeks
- VALOR Apprenticeship – military veterans / JROTC cadets – 6 months (2x per year)

Fermilab-Brookhaven Summer School Exchange Program

- 6-week paid program for college freshmen
- 2 cohorts of 20 students spend 3 weeks at both Fermilab and Brookhaven
- Areas of Focus: Neutrinos, Artificial Intelligence, Quantum Science

COMPASS – DOE Career Opportunity Modules Promoting Academic STEM Success

- Instructional modules to increase student preparedness for successful completion of applications to DOE WDTS community college internship
- Increase visibility of scientific contributions across the national lab complex

Quantum Information Science Training Program for K-12 Educators

- new approaches to connect K-12 STEM educators with DOE national laboratories
- enhance access and enrich STEM teaching/learning in underrepresented and under-sourced schools and communities.

Inclusion Matters

ACCOUNTABILITY, ACCESSIBILITY, AWARENESS

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JANUARY – MAY 2023



AABA MLK 2023 Coat Drive

Coat Drive for Family Focus, Aurora
Sponsored by the African-American/Black Association (AABA).

Virtual Hall

JANUARY 3 – 27



How to be an Effective Mentor for Underrepresented STEM Trainees

Dr. Antenor O. Hinton, Jr., and
Dr. Haysetta D. Shuler.

Virtual

WEDNESDAY, JANUARY 18
11AM – 12:15PM



MLK Volunteer Opportunity

Sponsored by the African-American/
Black Association (AABA).

Northern Illinois Food Bank

SATURDAY, JANUARY 21
9AM – 12PM



Lunar New Year Celebration

Presented by Fermilab Asian
Pacific Association (FAPA).

Building 327

FRIDAY, JANUARY 27
3PM – 6PM

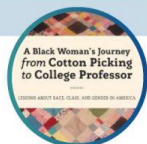


Black Inventors Hall of Fame Museum

James Howard, Executive Director
of Black Inventors Hall of
Fame Museum.

Virtual

WEDNESDAY, FEBRUARY 1
11AM – 12PM



Book discussion: A Black Woman's Journey from Cotton Picking to College Professor

Dr. Menah Pratt-Clarke, Author.
Discussion with the Women's Initiative and the
African-American/Black Association (AABA).

Virtual

WEDNESDAY, FEBRUARY 8
12PM – 1PM



Meet the author: A Black Woman's Journey from Cotton Picking to College Professor

Dr. Menah Pratt-Clarke, Vice President for Strategic
Affairs and Diversity, and Professor of Education at
Virginia Polytechnic Institute and State University.

Virtual

TUESDAY, FEBRUARY 14
1PM – 2PM



National Engineers Week

Kimberly Moore, founder and
president of KDM Engineering and
Calculated Genius.

Ramsey Auditorium (Hybrid)

FRIDAY, FEBRUARY 24
1PM – 2:30PM



Breaking the Mold: Women's Leadership in STEM

Alexis Kanda-Olmstead,
founder of AKO Collective.

Virtual

WEDNESDAY, MARCH 8
1PM – 2:15PM



Creating Psychological Safety in the Workplace for Leaders

Sponsored by Office of Equity, Diversity,
Inclusion and Accessibility and the Benefits
and Wellbeing Office.

Virtual

WEDNESDAY, APRIL 5
1PM – 2PM



Symmetry style guide: Writing about people with dignity

Kathryn Jepsen, Editor-in-chief,
Symmetry Magazine at SLAC National
Accelerator Laboratory.

Virtual

WEDNESDAY, APRIL 12
11AM – 12PM



Administrative Professionals Day

Sponsored by the Fermilab Office of Equity,
Diversity, Inclusion and Accessibility.

Wilson Hall

WEDNESDAY, APRIL 26
12PM – 1PM



Mental Health Awareness

Sponsored by Office of Equity, Diversity,
Inclusion and Accessibility, the Fermi
Accessibility Communities (FACTS) & the
Benefits and Wellbeing Office.

Virtual

WEDNESDAY, MAY 3
1PM – 2PM



Asian American and Pacific Islander Heritage Month

Presented by Fermilab Asian Pacific
Association (FAPA).

MONTH OF MAY



How World Events Can Impact Veterans' Mental Health

Sponsored by Office of Equity, Diversity,
Inclusion and Accessibility, the Veterans Group
and the Benefits and Wellbeing Office.

Virtual

WEDNESDAY, MAY 17
1PM – 2PM

Workshop on Fermilab Collaboration Codes of Conduct

Mark Messier
Indiana University
P5 @ Fermilab
22 March 2023

on behalf of Erica Snider and Jose Crespo, Nicola McConkey, Steve Brice, Vincent Basque, Elizabeth Worcester, Morgan Wascko, Kendall Mahn, Paul Martini, Mandeep Gill, Hugh Lippincott, and Joel Sander

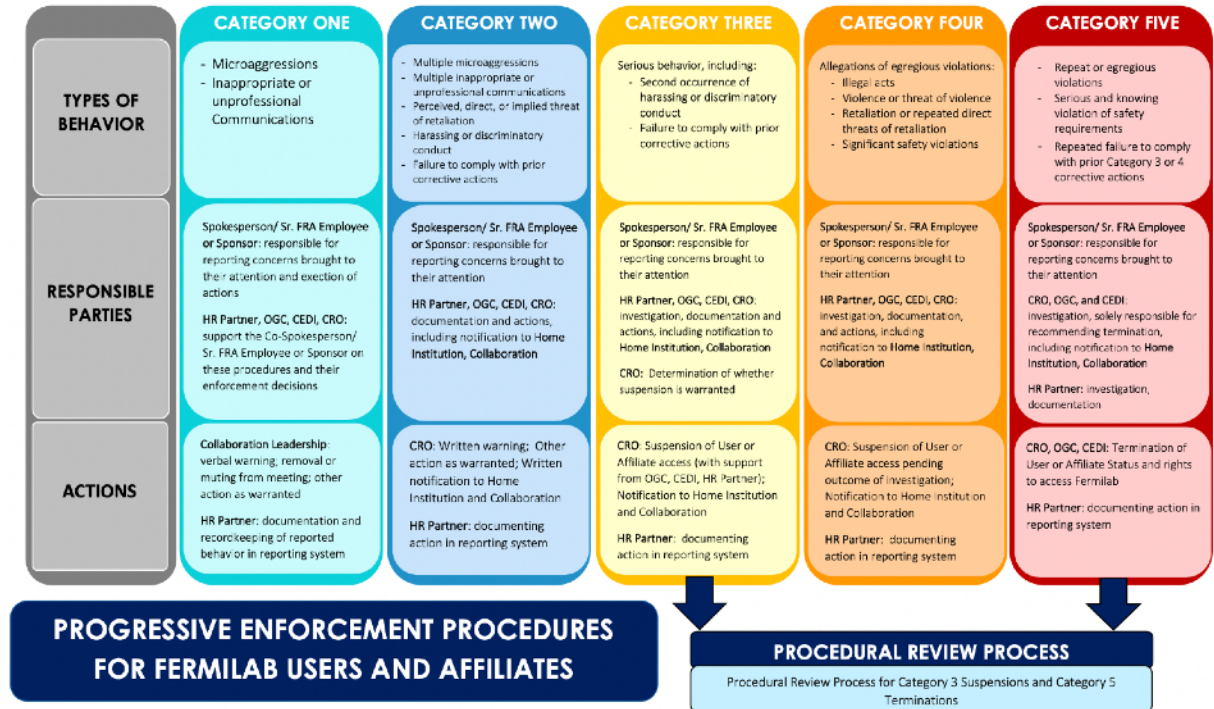
Collaborations and culture

- Many physicists experience and learn the culture of high energy physics through their experimental collaborations. These collaborations have a crucial role to play to promote welcoming, inclusive workspaces and protect their members from discrimination and harassment.
- When conflicts occur, collaborations are often the first and last points of contact.
- Starting around 2017 many Fermilab collaborations drafted Codes of Conduct and Community Agreements to affirm the positive culture they hope to promote and specify proscribed behaviors and their consequences.
- This bottom-up process resulted in a variety of approaches from collaboration to collaboration.

...in the meantime, Fermilab's approach to promoting its Community Standards evolved.

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- Statement of community standards
- Integrity Counts and Concerns Reporting System
- Progressive Enforcement
- Covers Fermilab employees and users.
- See Director Merminga and Fleming's talks at December '22 All Hands meeting.



Effective 2022

Fermilab Workshop On Collaboration Codes Of Conduct

<https://indico.fnal.gov/event/56876>

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- Based on discussions initiated through Fermilab UEC, the FNAL Equity and Diversity Office and discussions at SNOWMASS it became apparent that collaborations were facing many similar issues and had a lot to learn from each other.
 - For an excellent outline of the issues facing collaborations see: **Climate of the Field: Snowmass 2021** (<https://arxiv.org/abs/2204.03713>) which draws on 12 LOIs submitted through SNOWMASS.
- Workshop held at Fermilab on November 17 & 18th 2022.
- Largely a self-organized group of FNAL collaboration representatives including: ANNIE, DES, DESI, DUNE, EMPHATIC, ICARUS, LZ, NOvA, MicroBooNE, Muon g-2, Mu2e, SBND.
- Included several guests with experience from outside these collaborations (SNOWMASS, APS/DPF, CMS)
- Excellent sessions with Fermilab's Office of General Council about FNAL policies and practices and the legal landscape for collaboration actors.

Workshop goals

Overall: Identify a set of collaboration best practices that work with the Fermilab policies and practices. Identify where there are gaps and needs for improvements.

1. Survey collaboration and community approaches to codes of conduct
2. Identify and clarify Fermilab resources that support collaboration codes of conduct
3. Share experiences and develop an understanding of:
 1. What is working well; what best practices can we learn from each other? (“good”)
 2. What pitfalls and challenges have collaborations encountered? (“bad”)
 3. Where are there gaps in our codes or in our supporting structures? (“gaps”)
4. Clarify the roles and responsibilities of Fermilab standards, tools, and policies and collaboration codes and structures. Identify how collaborations and the lab can interface and partner to best protect our workspaces.
5. Identify where more information, expertise, work, and discussion is needed.
6. Make recommendations about how to fill gaps and avoid pitfalls. Arrive at a set of recommendations for collaboration about how to compose their codes so that they are effective
7. Identify what future work is needed to promote EDI within collaborations

Collaboration “Wish list”

...from Mayly Sanchez’s summary at the workshop

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- Confidence building on the reporting/investigation mechanisms.
- A laboratory ombudsperson whose role would be to advise reporters (potentially users, not just employers) on what are the avenues that they are able to pursue.
- Advocates for reporters and respondents that would side with them and advise them through the investigation process.
- Clear communication of investigation initiation/progress and outcome to the spokespeople and institutional point of contact.
- Training for dealing with reports, interventions, mental health and legal issues.
- Access to external investigations for the most serious cases where the reputation and/or liability of the institution might be at risk.
- Legal liability protections.

Collaborations are an important unit for improving the culture of HEP.

They are an important unit in laboratory and agency DEI plans.

Making collaborations safe places to work requires knowledge, resources, and support.

Planning for a next workshop getting underway now.